

**Enclosure 2**  
**Average Unloaded Direct Labor Hourly Rates and Corresponding Position Descriptions**  
**Nov-10**

<u>SESDA Labor Categories</u>	<u>Average Unloaded Direct Labor Hourly Rates</u>	<u>Education</u>	<u>Exp. (yrs)</u>	<u>Descriptions</u>
Administrative Analyst, Senior	\$36.36	BS	7	Provides administrative and/or analytical support. Compiles and analyzes basic information for inclusion in reports or presentation materials. Coordinates schedules to facilitate project deliverables, briefings, and formal reviews. Assists in development and implementation of program administrative procedures. Strong knowledge of general desktop software; including word processing, spreadsheets, presentation programs and project planning and analysis tools.
Administrative Analyst	\$25.49	AA	5	
Administrative Assistant, Senior	\$23.75	AA	3	
Administrative Assistant	\$21.96	HS	0	
Computer Operator	\$21.79	BS	3	Operates and controls desktops, mini-, mid-range, and mainframe computers and peripheral equipment, such as printers, communications equipment and storage devices. Monitors computer systems using operating systems utilities, interprets console messages from system software or applications program, and performs required actions. Performs daily system backups. Maintains applicable records, including user lists and equipment inventories. Knowledge of assigned computer hardware, operating systems, and peripherals. Ability to perform local troubleshooting and minor repairs.
Data Technician, Senior	\$26.21	BS	7	Coordinates and participates in various duties involved in collecting, classifying, interpreting, documenting and summarizing descriptive, analytical and evaluative data in support of research and/or information gathering activities. Coordinate preparation of data for computer pre-processing, processing, and post-processing to ensure quality control and appropriate security controls. Investigate and correct problems causing incorrect input or output. Write and revise procedural manuals as required. Understanding of data analysis, documenting source data, data interpretation, and report preparation. Ability to understand documentation and successfully perform data acquisition and reduction according to defined procedures and protocols.
Data Technician/Intern	\$13.97	AA	7	
Database Administrator, Principal	\$60.14	BS	12	Designs, develops, and maintains project databases and master files. Maintains database dictionaries, ensures and monitors database performance, and resolves problems. Perform backups. Plan, coordinate and implement security measures to safeguard information in computer files against accidental or unauthorized damage, modification or disclosure. Knowledge of database products, programming, and security measures. Ability to suggest and structure data fields in a logical, hierarchical fashion capturing critical project data and information.
Database Administrator	\$39.41	BS	3	
Database Administrator, Associate	\$34.62	BS	0	
Documentation Specialist, Senior	\$39.01	BA	7	Prepares and/or maintains systems, programming, technical, and operations documentation, procedures, and methods including user manuals, engineering drawings, and reference manuals. Provides configuration management, administers document change control process, logs and history files. Maintains current internal documentation library. Coordinates special documentation services as required, which may include printing and binding of manuals. Knowledge of word processing software, page layout and configuration management software.
Documentation Specialist	\$27.52	BA	3	
Documentation Specialist, Associate	\$26.56	BA	0	
Engineer, Principal	\$58.50	MS	7	Applies specialized knowledge of primary technical discipline, e.g., mechanical, electrical, optics, controls, to support research, planning, development, design, analysis, production, maintenance, and operation of devices, equipment, complex systems, or processes. Requires broad knowledge of several technical fields, including hardware engineering, and extensive knowledge of his/her specialty.
Engineer, Senior	\$51.51	BS	7	
Engineer	\$31.61	BS	3	
Instrument Engineer, Principal	\$47.98	MS	7	Performs engineering work and applied research, development, design, and fabrication of unique scientific research instruments. Includes modification of existing equipment or design of new electronic apparatus, components, or circuitry for use in instrumentation. Develops equipment test plans and procedures and analyzes equipment to establish design electronic circuits and equipment to accomplish those objectives. Broad understanding of systems engineering concepts and processes.
Instrument Engineer, Senior	\$44.64	MS	5	
Instrument Engineer	\$37.22	BS	3	
Instrument Engineer, Associate	\$23.42	BS	0	
Multimedia Specialist, Principal	\$47.27	BA	12	Use desktop publishing, graphics design, audio sound effects, digital photographs, video footage, and other technical software for presentations; and provide support for an organization's web site. Program and develop multimedia content. Provide and coordinate layout, writing, editing, and design of templates and camera ready artwork for correspondence, Website, invitations, fact sheets, certificates, brochures, letterhead, newsletters, graphs, charts, tables, official communications, flyers, and other documents. Ability to create and produce graphic materials using a range of media, methods, techniques, and equipment.
Multimedia Specialist, Senior	\$39.69	BA	7	
Multimedia Specialist	\$35.79	BA	3	
Network Engineer, Principal	\$47.26	MS	5	Network operations, including installation, testing, servicing and analysis of network power, software, hardware, communications, cables and lines, modems and terminals. Monitors, controls, and optimizes the performance and status of network resources. Uses software and hardware diagnostic tools to identify and resolve operational problems and factors affecting network performance. Knowledge of LAN/WAN systems, networks and applications and their operation, maintenance, and sustaining engineering.

Outreach Coordinator, Principal	\$51.52	BS	7	Assists in the development, administration, and promotion of outreach activities to GSFC partners including primary and secondary educators, and industry, federal agency, academia and international partners. Coordinates, plans, organizes, and schedules outreach activities to ensure timely dissemination and demonstration of GSFC research discoveries, approaches and technology transfer. Makes logistical arrangements for events, including identification of space and location, partner liaison, and provision of materials and equipment. Ability to effectively communicate, with scientists, educators, and entrepreneurs in discussing GSFC scientific research.
Outreach Coordinator, Senior	\$37.38	BS	5	
Outreach Coordinator	\$33.15	BA	4	
Outreach Coordinator, Associate	\$27.20	AA	3	
Scientific Software Developer, Principal	\$52.97	MS	7	Develops or modifies scientific applications programs for operations ranging from routine to complex to highly specialized. Designs, codes, tests, debugs, documents, and maintains programs for scientific applications. Works in all levels and phases of scientific applications systems analysis and programming activities. Knowledgeable in current software development techniques that exploit latest advances in computer technology to produce fast executing programs.
Scientific Software Developer, Senior	\$41.94	BS	7	
Scientific Software Developer	\$34.56	BS	3	
Scientific Software Developer, Associate	\$25.00	BS	0	
Software Engineer, Principal	\$49.08	BS	12	Analysis, design, programming, and modification of computer programs for software products and customer applications. Develops overall system architecture, program specifications, and system test procedure. Writes code and completes programming, testing and debugging of applications. Skilled in high-level programming languages, e.g., C/C++, Java, Visual Basic, and FORTRAN. Familiar with using Computer-Assisted Software Engineering (CASE) tools and Rapid Application Development (RAD) and Joint Application Development (JAD) methods.
Software Engineer, Senior	\$45.55	BS	7	
Software Engineer	\$35.04	BS	3	
Software Engineer, Associate/Intern	\$13.00	BS	0	
Support Scientist, Principal	\$54.56	PhD	3	Uses fundamental concepts, practices, and procedures of particular field of specialization to perform varied scientific research tasks requiring application of established techniques, procedures, and criteria. Has established expertise and knowledge of scientific approach and methodologies. Applies comprehensive topic knowledge to the completion of complex assignments leading to advances in state-of-the-art research in field of specialization.
Support Scientist, Senior	\$44.89	PhD	1	
Support Scientist	\$37.67	MS	3	
Systems Administrator, Principal	\$50.05	MS	5	Installation, configuration, and maintenance of operating system workstations and servers, including Web servers, in support of technical and programmatic processing requirements. Performs software installations and upgrades to operating systems and layered software packages. Ensures workstation and server security and data integrity by evaluating and implementing software and hardware solutions. Ensures data recoverability by regular system backups and database archive operations. Knowledge of current operating systems software, workstations, and servers; and their operation, maintenance, and sustaining engineering. Familiar with latest IT security policies, threat practices and software, and software detection and remediation applications.
Systems Administrator, Senior	\$42.32	BS	7	
Systems Administrator	\$35.12	BS	3	
Systems Administrator, Associate	\$29.03	BS	0	
Systems Engineer, Principal	\$58.01	MS	7	Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems. Analyses of all levels of total system product to include: concept, design, fabrication, test, installation, operation, maintenance and disposal. Ability to understand systems level engineering requirements and drawings. Specialized knowledge in one technical discipline is supplemented with understanding of fundamentals in at least two other technical disciplines.
Systems Engineer, Senior	\$52.64	BS	7	
Systems Engineer	\$37.08	BS	3	
Systems Engineer, Associate	\$24.88	BS	0	
Technician, Principal	\$39.20	BS	12	Performs a variety of routine and non-routine tasks to ensure product specifications and quality standards are met. Assists in development of test procedures. Performs set-ups, calibration, testing and troubleshooting of analog and digital electronic circuits, components, instruments, and mechanical assemblies. Understanding of basic engineering principles. Ability to follow test procedures and collect required test data. Basic mathematical ability to assist in test data reduction.
Technician, Senior	\$31.37	BS	7	
Technician	\$21.00	AA	3	
Test Engineer, Senior	\$43.13	BS	7	Performs varied and complex assignments of engineering testing of standard and/or custom, one-of-a-kind devices and instruments. Designs and develops test procedures and assists in the evaluation of test equipment required to perform quality checks. Responsible for ensuring and certifying that all products meet quality and customer performance standards. Broad understanding of engineering fundamentals over a number of disciplines. Understanding of research instrumentation and equipment functions and goals. Ability to develop test plans and procedures that verify that test objects successfully meets performance specifications. Ability to analyze test data to support final quantitative assessment of test article performance.
Test Engineer	\$33.73	BS	3	
Test Engineer, Associate	\$23.80	BS	0	
Web Developer, Principal	\$47.69	BS	12	Supports technical aspects of an organization's Internet Web site and associated database development, technical programming, uploading content, and daily operations. Works with multimedia specialists to develop interface design and Website architecture. Experience with Web page maintenance, and programming scripting languages commonly used in Web page development – HTML, CGI, JavaScript. Strong navigation and site-design instincts.
Web Developer, Senior	\$39.87	BS	7	
Web Developer	\$35.88	BS	3	
Web Developer, Associate	\$29.74	BS	0	

The yearly FTE's of Enclosure 1 equate to approximately \$3.2 Million per year for consultants/miscellaneous subcontractors.